



**Presbyterian College  
Tax-Deferred Annuity (TDA) Plan  
Summary Plan Description**

**PLAN PROVISIONS CONTROL**

**THIS BOOKLET IS ONLY A SUMMARY OF THE PLAN. IN THE CASE OF ANY CONFLICT BETWEEN THE CONTENT OF THIS BOOKLET AND THE CONTENT OF THE PLAN OR THE TIAA-CREF ANNUITY CONTRACTS OR CERTIFICATES, THE TERMS OF THE PLAN OR THE TIAA-CREF ANNUITY CONTRACTS OR CERTIFICATES, WILL CONTROL. IF YOU HAVE ANY QUESTIONS ABOUT THE PLAN AFTER READING THIS BOOKLET, OR IF YOU CARE TO REVIEW THE PLAN AND THE RELATED DOCUMENTS, CONTACT THE PLAN ADMINISTRATOR.**

August 2010

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*Employer Identification Number: 57-0314408*

*Plan Number: 002*

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## Part I: Information About The Plan

### 1. What is the Presbyterian College Tax-Deferred Annuity (TDA) Plan?

The Presbyterian College (the "Institution") Tax-Deferred Annuity (TDA) Plan (the "Plan") is a defined contribution plan that operates under Section 403(b) of the Internal Revenue Code (the "Code"). The Plan was established in 1975. The Plan is an arrangement allowed under Code Section 403(b), where employees of tax-exempt organizations can enter into salary reduction agreements with their employers. Under the agreement, a portion of the employee's compensation is applied on a before-tax basis to an annuity contract owned by the employee, rather than being paid directly to the employee. These amounts, together with any earnings, are not subject to federal income tax until they are paid to the employee (or beneficiary) in the form of benefits. Benefits are provided through:

A. *Teachers Insurance and Annuity Association (TIAA)*. TIAA provides a traditional annuity and a variable annuity through its real estate account. You can receive more information about TIAA by writing to: TIAA, 730 Third Avenue, New York, NY 10017. You can also receive information by calling 1-800-842-2733.

B. *College Retirement Equities Fund (CREF)*. CREF is TIAA's companion organization, providing variable annuities. You can receive more information about CREF by writing to: CREF, 730 Third Avenue, New York, N.Y. 10017. You can also receive information by calling 1-800-842-2733.

The Executive Vice President of the Institution is the administrator of the Plan (the "Plan Administrator") and is responsible for Plan operation. The Plan year begins on January 1 and ends on December 31.

### 2. Who is eligible to participate in the Plan?

All Eligible Employees of the Institution can participate in the Plan.

The term "Eligible Employee" generally means

- (a) all employees who normally work more than 20 hours per week; and
- (b) employees not described in (a) above who complete a Year of Service.

Notwithstanding the foregoing, the term "Eligible Employee" does not include (1) students enrolled in and regularly attending classes at the Institution, (2) leased employees, or (3) independent contractors.

A "Year of Service" means a 12-month period during which an employee completes 1,000 or more hours of service. The computation period for determining whether an employee has completed a Year of Service is each Plan Year beginning with the Plan Year in which occurs the one (1) year anniversary of the employee's date of employment or reemployment.

### 3. When do I become eligible to participate in the Plan?

Eligible Employees described in paragraph (a) of Question 2 above may begin participation in the Plan on the first day of the month following employment at the Institution.

Eligible Employees described in paragraph (b) of Question 2 above may begin participation in the Plan on the first day of the month following completion of a Year of Service.

To participate in the Plan, you must complete the enrollment forms, as well as a Salary Reduction Agreement and return them to the Plan Administrator.

Participation in this Plan is voluntary. You are not required to join the Plan. If you decide to participate in the Plan, you will continue to be eligible for the plan until (a) you cease to be an Eligible Employee, or (b) the Plan is terminated.

**4. What contributions will be made to the Plan on my behalf?**

To participate, you must enter into a written salary reduction agreement with the Institution. Under the agreement, your salary paid after the agreement is signed is reduced and the amount of the reduction is applied as premiums to one or more of the funding vehicles you select that are available under this Plan and paid to the Plan on your behalf. You may terminate your salary reduction agreement at any time. Your ability to modify your agreement may be subject to such reasonable restrictions as established by the Plan Administrator. The salary reduction agreement will be legally binding and irrevocable with respect to salary paid while the agreement is in effect.

You can make contributions on a pre-tax and after-tax basis.

**5. Is there a limit on contributions that can be made to the Plan on my behalf?**

Yes. The total amount of contributions made to the Plan on your behalf for any year on a pre-tax basis can not exceed the limits imposed by Code Sections 415 and 403(b). The total amount that can be contributed to the Plan on your behalf for 2010 is the lesser of (a) \$49,000 or (b) your total compensation for the Plan year. These limits may be adjusted from time to time. For more information on these limits, contact your Plan Administrator or fund sponsor.

Pre-tax salary reduction contributions to this Plan will be further limited by the Code Section 402(g) limit. Pursuant to the Code Section 402(g) limit, you can make pre-tax salary reduction contributions of up to \$16,500 in 2010. If you have made pre-tax salary reduction contributions that exceed the Code Section 402(g) limit, you should request a distribution of the excess by notifying the Plan Administrator by March 1 of the following year. The excess will be distributed to you by April 15.

If you have attained age 50, or will attain age 50 prior to the end of the calendar year, or have completed at least 15 years of service with the Institution, you may be eligible to make additional pre-tax contributions (that is, contributions in excess of the limits described above). If you are interested in making "catch-up" contributions, contact the Plan Administrator for more information.

The amount of after-tax contributions you may make to the Plan is not limited by the foregoing rules.

**6. Do contributions continue during a paid leave of absence?**

During a paid leave of absence, Plan contributions will continue to be made in accordance with the salary reduction agreement. No contributions will be made during an unpaid leave of absence.

**7. Do contributions continue while I am on active duty in the Armed Forces?**

No, but upon returning to active employment from leave to perform services in the uniformed services, you may make Plan contributions up to the applicable annual limits for the period you were on uniformed services leave. Generally, you will have a period of time equal to three times

the period of your leave or 5 years, whichever is shorter, from the date of your return to employment to make such contributions.

**8. When do my Plan contributions become vested (i.e., owned by me)?**

You are fully and immediately vested in your Accumulation Account under the Plan. All contributions in your Accumulation Account are nonforfeitable.

**9. Can I transfer funds from another plan or make rollover contributions to the Plan?**

The Plan accepts contributions that are transferred directly from another Code Section 403(b) plan and rollover contributions from a qualified plan described in Code Section 401(a) or 403(a), or an annuity contract under Code Section 403(b), or any eligible plan under Code Section 457(b) that is maintained by a state, a political subdivision of a state, or any agency or instrumentality of a state or a political subdivision of a state.

**10. When may I begin receiving benefits?**

You may elect to receive benefits upon your (a) attainment of age 59½ (see Question 15), (b) termination of employment, (c) attaining your Retirement Date, (d) death, or (e) becoming disabled. You also may withdraw your contributions (but not earnings credited on or after January 1, 1989) if you encounter hardship (see Question 16).

Your "Retirement Date" is the date you retire on or after attaining age 65.

Retirement benefits must begin no later than April 1 of the calendar year following the year in which you attain age 70½, or, if later, April 1 following the calendar year in which you retire (the "Required Beginning Date"). Failure to begin receiving your benefits under the Plan by the Required Beginning Date may subject you to a substantial federal tax penalty.

If you die before the distribution of benefits has begun, your entire interest must normally be distributed by December 31 of the fifth calendar year after your death. Under a special rule, death benefits may be payable over the life or life expectancy of a designated beneficiary if the distribution of benefits begins not later than December 31 of the calendar year immediately following the calendar year of your death. If the designated beneficiary is your spouse, the commencement of benefits may be deferred until December 31 of the calendar year that you would have attained age 70½ had you continued to live.

Your fund sponsor will normally contact you several months before the date you scheduled your benefits to begin on your application. You may decide, however, to begin receiving income sooner, in which case you should notify the fund sponsor in advance of that date. Usually, the later you begin to receive payments, the larger each payment will be.

**11. How will my benefits under the Plan be paid to me?**

You may choose from among several benefit payment options. However, if you are married, your right to choose a form of benefit payment will be subject to your spouse's right (under federal pension law) to survivor benefits as discussed in Question 12, unless this right is waived by you and your spouse. The following forms of benefit payment are available under the Plan, subject to the terms of the funding vehicle in which your Accumulation Account is invested:

*A Single Life Annuity.* This option pays you monthly payments for as long as you live, with payments stopping at your death. A single life annuity provides you with a larger monthly income than other options. This option is also available with a 10, 15, or 20 year guaranteed payment period (but not exceeding your life expectancy at the time you begin annuity income). If you die

during the guaranteed period, payments in the same amount that you would have received continue to your beneficiary(ies) for the rest of the guaranteed period.

*A Survivor Annuity.* This option pays monthly payments for as long as you live, and if your annuity partner lives longer than you, he or she continues to receive monthly payments for life. The amount continuing to the survivor depends on which of the following three options you choose:

- *Two-thirds Benefit to Survivor.* At the death of either you or your annuity partner, the monthly payments are reduced to two-thirds the amount that would have been paid if both had lived, and are continued to the survivor for life.
- *Full Benefit to Survivor.* The full monthly payment continues as long as either you or your annuity partner is living.
- *Half Benefit to Second Annuitant.* The full monthly payment continues as long as you live. If your annuity partner survives you, he or she receives, for life, one-half the monthly payment you would have received if you had lived. If your annuity partner dies before you, the full income continues to you for life.

All survivor annuities are available with a 10, 15, or 20 year guaranteed period, but not exceeding the joint life expectancies of you and your annuity partner. The period may be limited by federal tax law.

*A Minimum Distribution Option (MDO).* The MDO enables participants to automatically comply with federal tax law distribution requirements. With the MDO, you'll receive the minimum distribution that is required by federal tax law while preserving as much of your accumulation as possible. The minimum distribution will be paid to you annually unless you elect otherwise. This option is generally available in the year you attain age 70½ or retire, if later.

## **12. What are my spouse's rights under this Plan to survivor benefits?**

If you are married and benefits commence before your death, your surviving spouse will continue to receive a monthly payment that is at least half of the monthly payment payable during the joint lives of you and your spouse (joint and survivor annuity). If you die before annuity income begins, your surviving spouse will receive a benefit that is at least half of the full current value of your annuity accumulation, payable in a single sum or under one of the income options offered by the fund sponsor (pre-retirement survivor annuity).

If you are married, benefits must be paid to you as described above, unless your written waiver of the benefits and your spouse's written consent to the waiver is filed with the fund sponsor on a form approved by the fund sponsor.

A waiver of the joint and survivor annuity may be made only during the 180-day period before the commencement of benefits. The waiver also may be revoked during the same period. It may not be revoked after annuity income begins.

The period during which you may elect to waive the pre-retirement survivor benefit begins on the first day of the plan year in which you attain age 35. The period continues until the earlier of your death or the date you start receiving annuity income. If you die before attaining age 35 that is, before you have had the option to make a waiver at least half of the full current value of your Accumulation Account is payable automatically to your surviving spouse in a single sum, or under one of the forms of benefit payment offered by the fund sponsor. If you terminate employment before age 35, the period for waiving the pre-retirement survivor benefit begins no later than the date of termination. The waiver also may be revoked during the same period.

All spousal consents must be in writing and either notarized or witnessed by a Plan representative and contain an acknowledgment by your spouse as to the effect of the consent. All such consents shall be irrevocable. A spousal consent is not required if you can establish to the Institution's satisfaction that you have no spouse or that he or she cannot be located. Unless a Qualified Domestic Relations Order (QDRO), as defined in Code Section 414(p), requires otherwise, your spouse's consent shall not be required if you are legally separated or you have been abandoned (within the meaning of local law) and you have a court order to such effect.

A consent to an alternative form of benefit must either specify a specific form or expressly permit designation by you without further consent.

A consent is only valid so long as your spouse at the time of your death, or earlier benefit commencement, is the same person as the one who signed the consent.

If a QDRO establishes the rights of another person to your benefits under this Plan, then payments will be made according to that order. A QDRO may preempt the usual requirements that your spouse be considered your primary beneficiary for a portion of the accumulation.

**13. May I receive benefits for a fixed period of time after termination of employment?**

Yes, subject to your spouse's rights to survivor benefits and the terms of the funding vehicle in which your Accumulation Account is invested, you may receive benefits for a fixed period of time after termination of employment. The fixed period option pays you income over a fixed period of time between five and 30 years. At the end of the selected period, all benefits will end. If you die during the period, payments will continue in the same amount to your beneficiary for the duration.

Tax law requires that the period you choose not exceed your life expectancy or the joint life expectancy of you and your beneficiary.

**14. May I receive a cash withdrawal from the Plan after termination of employment?**

Yes, subject to your spouse's rights to survivor benefits, and the terms of the funding vehicle in which your Accumulation Account is invested, you may receive all of your TIAA and CREF accumulations as a cash withdrawal after you terminate employment.

You can elect to receive your cash withdrawal through a series of systematic payments using TIAA-CREF's Systematic Withdrawal service. This service allows you to specify the amount and frequency of payments. Currently, the initial amount must be at least \$100 per account. Once payments begin, they will continue for the period you specify. You can change the amount and frequency of payments, as well as stop and restart payments as your needs dictate. There is no charge for this service.

Please keep in mind that, under current tax law, withdrawals received before you are age 59½ are generally subject to a 10 percent penalty tax, in addition to ordinary income tax.

**15. May I receive a cash withdrawal from the Plan while still employed?**

Yes, subject to your spouse's rights to survivor benefits, and the terms of the funding vehicle in which your Accumulation Account is invested, you may receive a cash withdrawal of salary reduction contributions (and any earnings) made after December 31, 1988, but only if you are at least age 59½. You also may withdraw your accumulations while employed if you encounter hardship. See Question 16 below for more details regarding hardship withdrawals. Annuity contract accumulations credited before January 1, 1989, are not subject to these restrictions and are available for withdrawal at any time.

**16. May I receive a cash withdrawal while still employed if I incur a hardship?**

Yes. If you incur a hardship before you terminate employment, you may receive a lump-sum cash payment, subject to the restrictions of the funding vehicle.

Hardship distributions will be permitted only if you incur an "immediate and heavy financial need" and the distribution is necessary to meet the financial need. An "immediate and heavy financial need" includes (a) the purchase of your principal residence, (b) payment of uninsured medical expenses for you, your spouse, or your dependents, (c) payment of tuition or related educational expenses (including room and board) for the next 12 months of post-secondary education for you, your spouse, or your dependents, (d) the need to prevent eviction from your principal residence or foreclosure on the mortgage on your principal residence, (e) payment of burial or funeral expenses for your deceased parent, spouse, or dependent, and (f) payment to repair damage to your principal residence resulting from a fire, storm, theft, or other casualty.

A hardship withdrawal will be made only if all of the following conditions are satisfied:

- the distribution is not in excess of the amount of the immediate and heavy financial need (including any taxes you must pay as a result of the distribution),
- you have obtained all distributions, other than hardship withdrawals, and all nontaxable loans currently available under all plans maintained by the Institution, and
- You either:
  - certify that your financial need cannot be relieved (a) through reimbursement or compensation by insurance, (b) by reasonable liquidation of assets, (c) by ceasing to make contributions to the Plan, or (d) by borrowing from commercial sources on reasonable commercial terms; or
  - agree that your pre-tax salary reduction contributions will be suspended for at least six (6) months after your receipt of the hardship withdrawal.

To be considered for a hardship distribution, you'll need to complete an application form and supply supporting documentation required by the Plan administrator. No earnings credited on or after January 1, 1989, will be available for hardship distributions.

As with any withdrawal, you should consult with your tax advisor since there are possible tax consequences.

**17. May I take a loan from the Plan?**

Yes, to the extent permitted by the funding vehicle in which your Accumulation Account is invested. If you are married at the time you request the loan, your spouse must consent to the loan. The loan will be administered by the applicable fund sponsor. Specific loan provisions for each fund sponsor are described below:

*How much you can borrow from TIAA.* Generally, the minimum loan amount is \$1,000, and the maximum loan amount is \$50,000. The maximum amount you can borrow may be less, however, depending on two factors: 1) the amount of your GSRA accumulation, and 2) whether you've had any other loans from any of the Institution's plans within the last year.

If you have not had a plan loan in the previous year, your maximum loan is the least of: 1) \$50,000; or 2) 45 percent of your combined TIAA and CREF GSRA accumulation attributable to participation under this Plan; or 3) 90 percent of your TIAA and the TIAA Real Estate Account GSRA Traditional Annuity accumulation attributable to participation under this Plan.

If you have taken another loan from any plan of the Institution within the last year, the maximum you can borrow will be reduced by that amount.

*Securing your loan.* You have to set aside an amount equal to 110 percent of your loan in your TIAA GSRA Traditional Annuity accumulation as security for your loan. The security will continue to earn guaranteed interest as well as dividends. You can not make a cash withdrawal or begin retirement income from the funds that serve as security for your loan. But as you repay your loan, the amount reserved as security decreases, and more of your accumulation becomes available to you for withdrawal and retirement income.

If you die before repaying your loan, the remaining loan balance will be repaid from the TIAA Traditional Annuity accumulation set aside as security. Your beneficiaries would receive the balance of your accumulation.

*Determining the interest rate.* The loan interest rate is variable and can increase or decrease every three months. The interest rate you pay initially will be the higher of 1) the Moody's Corporate Bond Yield Average for the calendar month ending two months before your loan is issued; or 2) the interest rate credited before your annuity starting date, as stated in the applicable rate schedule, plus 1 percent. Thereafter, the rate may change quarterly, but only if the new rate differs from your current rate by at least  $\frac{1}{2}$  percent.

*Repayment.* You have from one to five years to repay your loan, with one exception: if you use the loan solely to purchase your primary residence, you can take up to ten years to repay. The term of the loan usually can't extend past the April 1st of the year after the year you attain age  $70\frac{1}{2}$ .

Your first payment will be due the first day of the third month after your loan is issued, and every three months thereafter. You can repay your loan early with no penalties. You can also make partial prepayments any time. If you do, whatever you prepay will be applied directly to the principal amount of your loan. (Regularly scheduled payments are applied first to interest, then to principal.) Any prepayments will reduce the amount of future repayments, not the number of payments.

TIAA offers a free automatic loan repayment service. Your bank will debit your checking account and send your repayment to TIAA on the date it's due. If you prefer to repay your loan directly, TIAA will send you a bill every three months, at least ten days before the payment is due.

*Defaults.* If TIAA does not receive your loan repayment by the last day of the month it is due, you will be in default. Currently, it appears that the amount in default will be the missed payment plus all interest accrued to date. However, it is possible that your entire loan balance will be considered in default if you miss one payment.

To the extent permitted by federal tax law, TIAA will deduct the amount in default from the collateral held in the TIAA GSRA Traditional Annuity and apply it toward repaying the loan. It's very important to keep in mind, however, that the IRS requires TIAA to report the default amount as income you actually received. That means defaults are taxable as ordinary income in the year they occur. If you're under age  $59\frac{1}{2}$ , your default may also be subject to an additional 10 percent federal tax penalty. TIAA assumes no responsibility for the tax consequences resulting from loan defaults.

Tax law may prohibit TIAA from deducting the default amount from your accumulation until you reach age  $59\frac{1}{2}$ , terminate employment, become disabled, or die, whichever occurs first. In these cases, you'll be taxed on the default amount as if you received it as income in the year the default occurred. Interest accrues on the total amount in default and you're taxed on this interest each year until TIAA is able to deduct the defaulted amount from your accumulation to repay the loan.

*To apply for a loan or for more information.* To apply for a loan or to get answers to any questions you may have about loans, call TIAA-CREF's Telephone Counseling Center toll-free at 1 800 842-2776.

**18. May I roll over my Accumulation Account?**

If you are entitled to receive a distribution from your contract which is an "eligible rollover distribution," you or your surviving spouse may roll over all or a portion of it either directly or within 60 days after receipt into another Section 403(b) retirement plan, an IRA, a Section 457(b) plan, or a qualified retirement plan that agrees to accept the eligible rollover distribution. In addition, a beneficiary who is not your surviving spouse may elect to roll over all or a portion of a distribution from your Accumulation Account into an IRA.

An eligible rollover distribution, in general, is any cash distribution other than an annuity payment, a minimum distribution payment or a payment which is part of a fixed period payment over ten or more years. The distribution will be subject to a 20 percent federal withholding tax unless it is rolled over directly into another retirement plan or into an IRA; this process is called a "direct" rollover.

If you have the distribution paid to you, then 20 percent of the distribution must be withheld even if you intend to roll over the money into another retirement plan or into an IRA within 60 days.

**19. What if I die before starting to receive benefits?**

If you die before beginning retirement benefits, the full current value of your annuity accumulation is payable as a death benefit. You may choose one or more of the options listed in your annuity contracts for payment of the death benefit, or you may leave the choice to your beneficiary. The payment options, subject to the terms of the funding vehicle in which your Accumulation Account is invested, include:

- (a) Income for the lifetime of the beneficiary with payments ceasing at his or her death.
- (b) Income for the lifetime of the beneficiary, with a minimum period of payments of either 10, 15, or 20 years, as selected.
- (c) Income for a fixed period of not less than five nor more than 30 years, as elected, but not longer than the life expectancy of the beneficiary;
- (d) A single sum payment.
- (e) A minimum distribution option. This option pays the required federal minimum distribution each year.
- (f) The accumulation may be left on deposit, for up to one year, for later payment under any of the options.

Federal tax law puts limitations on when and how beneficiaries receive their death benefits. TIAA-CREF will notify your beneficiary of the applicable requirements at the time he or she applies for benefits.

You should review your beneficiary designation periodically to make sure the person you want to receive the benefits is properly designated. You may change your beneficiary by completing the "Designation of Beneficiary" form available from TIAA-CREF. Your spouse must consent to the designation of a beneficiary other than your spouse, which consent must be in writing and witnessed by a notary public or a Plan representative. The spousal consent must specifically

designate the beneficiary or otherwise expressly permit designation of the beneficiary by you without any further consent by your spouse. If a designated beneficiary dies, unless the express right to designate a new one has been consented to, a new consent is necessary. If you die without having named a beneficiary and you are married at the time of your death, your spouse will automatically receive half of your accumulation. Your estate will receive the other half. If you're not married, your estate receives the entire accumulation.

In addition, see the answer to the question "What are my spouse's rights under this plan to survivor benefits?" for a discussion of your spouse's rights to a survivor benefit if you are married at the time of your death.

**20. Will I automatically receive payments of small amounts?**

If you attain your Retirement Date or terminate employment with \$1,000 or less in your Accumulation Account and you or your beneficiary fail to make a distribution election under the Plan, the Plan Administrator will direct your Accumulation Account to be paid to you or your beneficiary in a lump sum as soon as administratively feasible following your Retirement Date or termination of employment.

**21. What are my distribution options if I am on active military duty?**

If you are on active military duty for more than 30 days, you are considered to have had a termination of employment and are eligible to elect to receive benefits under the Plan. However, if you make such an election, you will be prohibited from making Plan contributions for a period of 6 months from the date of distribution. Benefits received while on active military duty will be paid in the form of a lump sum to the extent permitted under the funding vehicle, and subject to a waiver by the participant's spouse, as described in the answer to the question "What are my spouse's rights under this Plan to survivor benefits?"

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## Part II: Information About The Fund Sponsors

### 22. What fund sponsors and funding vehicles are available under the Plan?

Your Accumulation Account may be invested in one or more of the following fund sponsors and their funding vehicles that are currently available under this Plan:

A. Teachers Insurance and Annuity Association (TIAA):

TIAA Group Supplemental Retirement Annuity (GSRA):

Traditional Annuity  
Real Estate Account

B. College Retirement Equities Fund (CREF):

CREF Group Supplemental Retirement Unit-Annuity (GSRA):

Stock Account  
Money Market Account  
Bond Market Account  
Social Choice Account  
Global Equities Account  
Growth Account  
Equity Index Account  
Inflation-Linked Bond Account

Any additional Accounts offered by TIAA-CREF will automatically be made available to you under this Plan.

The Institution's current selection of fund sponsors and funding vehicles is not intended to limit future additions or deletions of fund sponsors and funding vehicles. You will be notified of any additions or deletions.

### 23. How do the retirement contracts work?

**TIAA Traditional Annuity:** Contributions to the TIAA Traditional Annuity are used to purchase a contractual or guaranteed amount of future retirement benefits for you. Once purchased, the guaranteed benefit of principal plus interest cannot be decreased, but it can be increased by dividends. Once you begin receiving annuity income, your accumulation will provide an income consisting of the contractual, guaranteed amount plus dividends that are declared each year and which are not guaranteed for the future. Dividends may increase or decrease, but changes in dividends are usually gradual. For a recorded message of the current interest rate for contributions to the TIAA Traditional Annuity, call the Automated Telephone Service (ATS) at 1 800 842-2252. The ATS is available 24 hours a day, seven days a week.

**CREF and the TIAA Real Estate Account:** You have the flexibility to invest your Accumulation Account in any of the CREF variable annuity accounts approved for use under the Plan, as indicated above and the TIAA Real Estate Account. Each account has its own investment objective and portfolio of securities. Contributions to a CREF account and the TIAA Real Estate Account are used to buy accumulation units, or shares of participation in an underlying investment portfolio. The value of the accumulation units changes each business day. You may

also choose to receive annuity income under any of the CREF accounts and the TIAA Real Estate Account. There is no guaranteed baseline income or declared dividends when you receive annuity income from these accounts. Instead, your income is based on the value of the annuity units you own, a value that changes yearly, up or down. For more information on the CREF accounts, you should refer to the CREF prospectus. For more information about the TIAA Real Estate Account, refer to the TIAA Real Estate Account prospectus.

For a recorded message of the latest accumulation unit values for the CREF Accounts and the TIAA Real Estate Account as well as the seven-day yield for the CREF Money Market Account, call the ATS at 1 800 842-2252. The recording is updated each business day.

**24. How do I allocate my Accumulation Account?**

You may allocate your Accumulation Account among the TIAA Traditional Annuity, the TIAA Real Estate Account, and the CREF Accounts in any whole-number proportion, including full allocation to any Account. You specify the percentage of contributions to be directed to the TIAA Traditional Annuity, the TIAA Real Estate Account, and/or the CREF accounts on the Enrollment Form for TIAA-CREF Group Supplemental Retirement Annuity Certificates when you begin participation. You may change your allocation of future contributions after participation begins by writing to TIAA-CREF's home office at 730 Third Avenue, New York, New York 10017, by phone using TIAA-CREF's Automated Telephone Service (ATS) toll free at 1 800 842 2252, or via the Internet using TIAA-CREF's Inter/ACT System at [www.tiaa-cref.org](http://www.tiaa-cref.org). However, TIAA-CREF reserves the right to suspend or terminate your right to change allocations by phone or the Internet. When you receive your certificates, you will also be sent a Personal Identification Number (PIN). The PIN enables you to change your allocation by using the ATS or the Internet. For more information on allocations, ask for the TIAA-CREF booklet A Guide to the TIAA-CREF Accounts.

**25. May I transfer my Accumulation Account?**

You may transfer your TIAA-CREF Accumulation Account among the TIAA Traditional Annuity, the TIAA Real Estate Account, and the CREF Accounts. Partial transfers may be made at any time as long as at least \$1,000 is transferred each time. There is no charge for transferring accumulations in the TIAA-CREF system, however TIAA-CREF reserves the right to limit transfer frequency.

You may complete transfers within the TIAA-CREF system by phone, the internet, or in writing. CREF and the TIAA Real Estate Account transfers, as well as premium allocation changes, will be effective as of the close of the New York Stock Exchange (usually 4:00 p.m. Eastern time) on the day the instructions are received by TIAA-CREF, unless you choose the last day of the current month or any future month. Instructions received after the close of the New York Stock Exchange are effective as of the close of the Stock Exchange on the next business day. The toll-free number to reach the ATS is 1 800 842-2252. The Inter/Act System is accessible on the Internet at [www.tiaa-cref.org](http://www.tiaa-cref.org)

**26. May I begin my retirement income at different times?**

Yes. Once you decide to receive your benefits as income, you have the flexibility to begin income from the TIAA Traditional Annuity, the TIAA Real Estate Account, and CREF accounts on different dates. You may begin income from each CREF account and the TIAA Real Estate Account on more than one date provided you begin income from at least \$10,000 of accumulation in that account.

**27. May I receive my benefits in different payment options?**

Yes, under current administrative practice, you can elect to receive income from your TIAA and CREF annuities under more than one income option to meet your specific retirement needs. However, you must begin income from at least \$10,000 of accumulation under each option.

**28. What information do I regularly receive about my contracts?**

Each year, you will receive an annual Annuity Benefits Report from TIAA-CREF that shows the total accumulation value at year-end for your contracts. This is the amount of death benefits your spouse or other beneficiary would have received on that date. It also includes an illustration of the annuity income you would receive at retirement under certain stated assumptions as to future premiums, your retirement age, the income option and payment method selected, TIAA Traditional Annuity dividends, and the investment experience of the TIAA Real Estate Account and the CREF accounts. These factors affect the amount of your retirement income.

TIAA-CREF also sends you a Quarterly Confirmation of Transactions. This report shows the accumulation totals, a summary of transactions made during the period, TIAA interest credited, and the number and value of the TIAA Real Estate Account and the CREF account accumulation units. You also may receive Premium Adjustment Notices. These notices summarize any adjustments made to your annuities and are sent at the time the adjustments are processed.

And once a year, you will receive the TIAA-CREF Annual Report. The Annual Report summarizes the year's activity, including details on TIAA and CREF investments, earnings, and investment performance.

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**Part III: Additional Information**

**29. How is the Plan administered?**

Benefits under the plan are provided by annuity contracts issued to Participants by TIAA-CREF. The Executive Vice President of the Institution has been designated the Plan Administrator. The Plan Administrator is responsible for enrolling participants, forwarding Plan contributions for each Participant to the fund sponsors selected, and performing other duties required for operating the Plan.

**30. May the terms of the Plan be changed?**

While it's expected that the Plan will continue indefinitely, the Institution reserves the right to modify or discontinue the Plan at any time. The Institution, by action of its Board, also may delegate any of its power and duties with respect to the Plan or its amendments to one or more officers or other employees of the Institution. Any such delegation shall be stated in writing.

**31. How do I get more information about the Plan?**

Requests for information about the Plan and its terms, conditions and interpretations including eligibility, participation, contributions, or other aspects of operating the Plan should be in writing and directed to:

Executive Vice President  
Presbyterian College  
503 South Broad Street  
Clinton, SC 29325

**32. What is the Plan's claims procedure?**

Benefits under the Plan will be paid when the fund sponsor receives your completed application for benefits and any supporting documents. Please contact the fund sponsor for the appropriate forms.

**33. Is the Plan insured by the Pension Benefit Guaranty Corporation (PBGC)?**

No. Since the Plan is a defined contribution plan, it is not insured by the PBGC. The PBGC is the government agency that guarantees certain types of benefits under covered plans.